S8205-3

SPECIAL YOUTH REPORT

State of Virginia

September, 1980

VIRGINIA EMPLOYMENT COMMISSION

Affiliated With

Employment and Training Administration

U.S. Department of Labor

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AN OVERVIEW OF YOUTH LABOR FORCE

Viewed in terms of the over-all labor market youth have consistently registered higher unemployment rates than those of adults. Youth generally tend to experience more frequent changes in labor force status with new entrants and reentrants accounting for about one-fourth of the young adult joblessness and approximately two-thirds of teenage joblessness.[1/] Because of this loose attachment to the labor force, much of the high unemployment among youth is of brief duration and dependent on prevailing economic conditions. As economic conditions worsened during 1980 from the recession so did the constraints on jobs available to youth. Comparison of the Spring-Summer period of 1979 and 1980 indicates an increasing supply of new youth applicants to Virginia Employment Commission services, yet a sharp decline is noted in the number of youth placed in jobs: 9,720 versus 7,887 youth placed in nonagricultural and agricultural jobs.

The degree of labor force attachment of youth not only varies by age but is also influenced by the jobs offered by employers. As most youth age 16 to 17 are in school, their job search activity and kinds of jobs available to them are limited. Most of these youth only look for or are working in part-time jobs. As the aging process continues, national studies indicate that youth 18 to 19 tend to show a similar labor force attachment patterns with a casualness toward permanent, career oriented jobs. Fewer of these youth are enrolled in school and a higher proportion seek full-time jobs. While the maturing process is well under way, national trends still indicate young adults (age 20 to 24) exhibit labor force attachment patterns similar to that of teenagers, but more often are moving toward career-oriented employment.[1/]

National studies indicate the labor force attachment of youth may be affected by the types of jobs made available to them. In a report prepared by the Bureau of Labor Statistics demand for youth employment is separated into secondary and primary jobs and employers offering those jobs. The majority of youth work in secondary jobs which are characterized by low wages, menial work, and little prospect for advancement or continuous employment. Jobs such as loaders, stock clerks, packers, and retail sales people are typical. Many of these jobs provide no training, except in the basic work habits. Studies indicate that those youth age 20 to 24 without a college education often find jobs in small machine shops and printing shops, which, while paying low wages, usually offer these youth a wide range of technical skills and job contacts for better career-oriented opportunities.

The distribution of employment, nationally, in 1978, indicated about half of the employed male teenagers were non-farm laborers or in service occupations. Typically, males age 20 to 24 work in craft and operative jobs. Young women, however, are most often found in clerical and service jobs.[1/] As shown in Table 3, most 16 to 19 year olds were employed in clerical, non-farm labor, operative and service classifications. Many of these jobs require little training or continuous job prospect.

1/ Young Workers and Families, Special Labor Force Report 233, U.S. Department of Labor, Bureau of Labor Statistics.

A special report prepared by the U.S. Bureau of Labor Statistics notes that only a limited array of jobs are made available to youth and hiring practices often exclude youth from jobs that tend to offer stable employment and substantial investment in training. Based on interviews with business executives and independent historical resear h the following conclusions are reached:

> "Because primary firms have structured promotional ladders and provide considerable on-the-job training, they are understandably leery of hiring and investing in workers who may leave soon. For such firms, age is the obvious measure of maturity and stability. When the demand for labor is high, the primary firms do hire younger people. Even in the best of times, however, they do this with reluctance. As a result, many youth can find work only in unstable secondary firms. This hiring pattern, may in fact be the underlying structural cause of unemployment for out-of-school teenagers."[1/]

There is no doubt that the post-World War II baby boom has been the underlying force behind the sharp increase in the youth, age 16 to 19, labor force of the 1970's. This surge in the supply of youth pushed Virginia's youth labor force participation from 33.9 percent in 1970 to 54.5 percent at the end of the decade. While the youth labor force surged ahead, so did their ratio of unemployment with rates climbing from 10.4 percent in 1970 to 16 percent in 1979. Minority unemployment rates, on the other hand, more than doubled from 17.9 percent in 1970 to 37.8 percent in 1979. As mentioned earlier in the section, worsening economic conditions will have a major impact on youth unemployment, with youth having to compete with the more skilled workers for a diminishing supply of low-skilled jobs. As work skills and training increase, so will entry level job requirements. Current youth employment programs such as Job Corps and other programs should eventually have a beneficial impact on shoring up the marginal skills of youth.

1/ Young Workers and Families, Special Labor Force Report 233, U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 1
EMPLOYMENT STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION
16 TO 19 YEARS OF AGE
1970 & 1979

	Population	Civilian Labor Force	Participation Rate	Employment	Unemployment Total	Unemployment %
1970						
United States[1/]						
Total	14,511,000	7,246,000	49.9	6,141,000	1,106,000	15.3
White	12,518,000	6,439,000	51.4	5,568,000	871,000	10.7
Nonwhite	1,993,000	807,000	40.5	573,000	235,000	24.0
Virginia[2/]						
Total	334,154	113,332	33.9	101,599	11,733	10.4
White	260,219	93,474	35.9	85,301	8,173	8.7
Nonwhite	73,935	19,858	26.9	16,298	3,560	17.9
1979						
United States[3/]						
Total	16,379,000	9,512,000	58.1	7,984,000	1,528,000	16.1
White	13,841,000	8,475,000	61.2	7,294,000	1,181,000	13.9
Nonwhite	2,538,000	1,037,000	40.9	690,000	347,000	33.5
Virginia[4/]						
Total	367,000	200,000	54.5	168,000	32,000	16.0
White	286,000	163,000	57.0	145,000	18,000	11.0
Nonwhite	81,000	37,000	45.7	23,000	14,000	37.8

SOURCES: 1/ Regional Aspects of Unemployment, 1969-'70, U.S. Department of Labor, Bureau of Labor Statistics.
2/ Annual Planning Information Report - State of Virginia, April 1979, Virginia Employment Commission, Manpower Research Division.
3/ Employment and Unemployment During 1979: An Analysis, Report 234, U.S. DOL, BLS.
4/ Preliminary Data, Geographic Profile of Employment and Unemployment, U.S. DOL, BLS.

TABLE 2

EMPLOYMENT STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION[1/]

16 To 19 YEARS OF AGE

Virginia SMSAs - 1979

	Population[1/]	Civilian Labor Force	Participation Rate	Employment	Unemployment Total	Unemployment %
Lynchburg SMSA						
Total	11,356	5,530	48.7	4,550	980	17.7
White	8,790	4,310	49.0	3,990	320	7.4
Nonwhite	2,566	1,220	47.5	560	660	54.1
Newport News SMSA						
Total	28,132	12,250	43.4	10,410	1,840	15.0
White	20,016	9,370	46.4	8,110	1,260	13.5
Nonwhite	8,166	2,880	35.2	2,300	580	20.1
Norfolk-Virginia Beach-Portsmouth SMSA						
Total	60,883	30,130	49.5	25,710	4,420	14.7
White	42,757	23,680	55.4	20,730	2,950	12.5
Nonwhite	18,126	6,450	35.6	4,980	1,470	22.8
Northern Virginia SMSA						
Total	74,165	45,640	61.5	41,500	4,140	9.1
White	66,352	43,290	65.2	39,420	3,870	8.9
Nonwhite	7,813	2,360	30.2	2,080	280	11.9
Petersburg SMSA						
Total	10,216	4,910	48.1	4,140	770	15.7
White	7,025	3,640	51.8	3,150	490	13.5
Nonwhite	3,191	1,270	39.8	990	280	22.0
Richmond SMSA						
Total	43,990	22,890	52.0	20,600	2,290	10.0
White	30,945	17,800	57.5	16,590	1,210	6.8
Nonwhite	13,045	5,090	39.0	4,010	1,080	21.2
Roanoke SMSA						
Total	14,530	7,380	50.8	5,930	1,450	19.6
White	12,879	6,680	51.9	5,450	1,230	18.4
Nonwhite	1,651	700	42.4	480	220	31.4

[1/] SOURCE: 1979 Population Projections, Virginia State Department of Planning and Budget.

TABLE 3
EMPLOYED PERSONS 16-19 BY OCCUPATION, UNITED STATES
1970 - 79

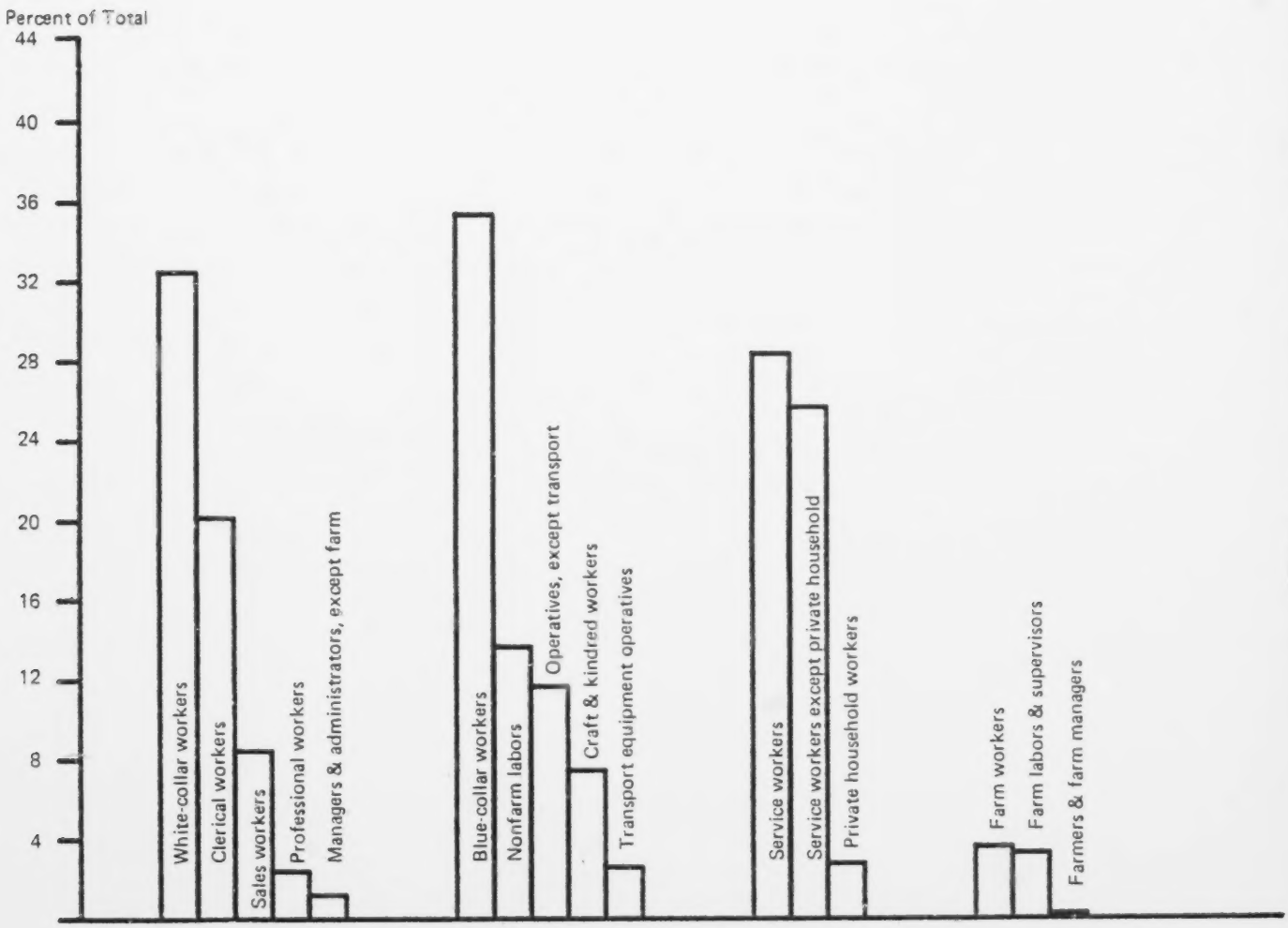
(Employment numbers in thousands)

Occupation	1970		1975		1978		1979	
	Total	%	Total	%	Total	%	Total	%
Total Persons 16 - 19	6,141	100.0	7,046	100.0	7,981	100.0	7,984	100.0
White-collar workers	2,175	35.4	2,256	32.0	2,483	31.1	2,597	32.6
Professional and technical	169	2.7	178	2.5	191	2.4	190	2.4
Managers & administrators, ex. farm	48	0.8	70	1.0	93	1.2	103	1.3
Sales workers	558	9.1	606	8.6	642	8.0	685	8.6
Clerical workers	1,399	22.8	1,402	19.9	1,557	19.5	1,620	20.3
Blue-collar workers	2,159	35.1	2,358	33.5	2,852	35.7	2,828	35.4
Craft & kindred workers	270	4.4	388	5.5	520	6.5	596	7.5
Operatives, ex. transport	903	14.7	779	11.1	992	12.4	936	11.7
Transport equipment operatives	138	2.2	193	2.7	203	2.6	200	2.5
Nonfarm labors	847	13.8	998	14.2	1,136	14.2	1,097	13.7
Service workers	1,461	23.8	2,049	29.1	2,321	29.1	2,279	28.5
Private household workers	330	5.4	280	4.0	253	3.2	225	2.8
Service workers, ex. private household	1,131	18.4	1,769	25.1	2,068	25.9	2,054	25.7
Farm workers	347	5.7	382	5.4	325	4.1	280	3.5
Farmers & farm managers	15	0.3	22	0.3	18	0.2	18	0.2
Farm laborers & supervisors	332	5.4	360	5.1	307	3.9	262	3.3

Source: Employment and Unemployment - Special Labor Force Report 234, 199 and 129, United States Department of Labor Bureau of Labor Statistics.

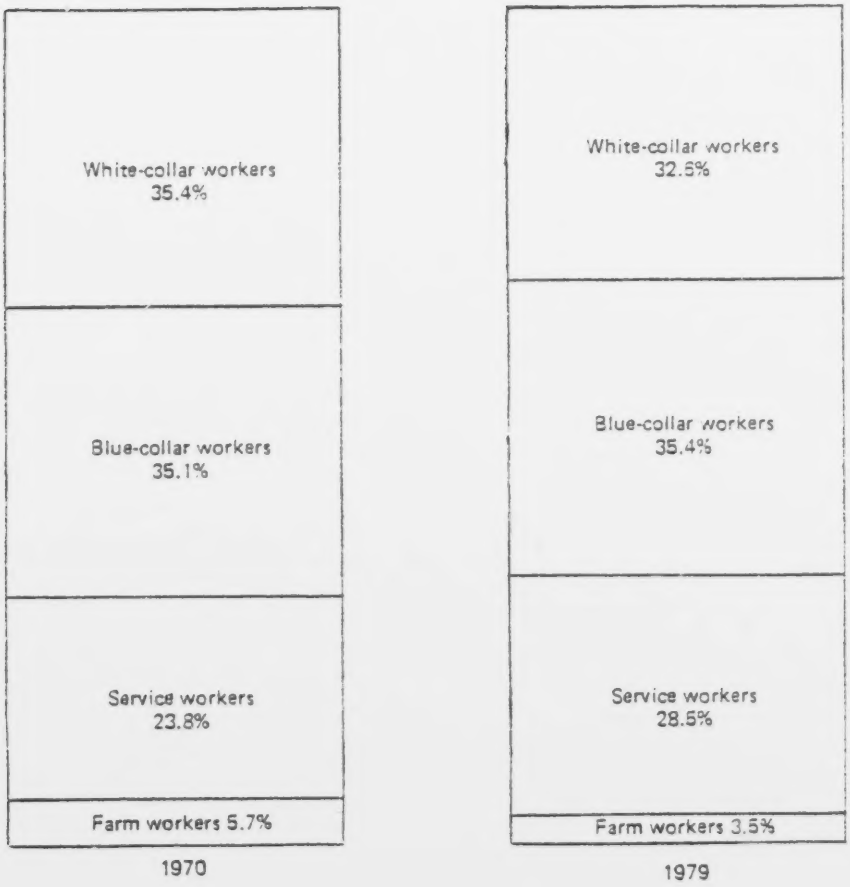
PERCENT OF TOTAL EMPLOYED PERSONS 16-19 BY OCCUPATION, UNITED STATES

1979



PERCENT OF TOTAL EMPLOYED PERSONS 16-19 BY OCCUPATION, 1970-79

UNITED STATES



SPECIAL SUMMER YOUTH REPORT

This year's sagging economy contributed significantly to a sharp decline in youth placements at the Virginia Employment Commission. Youth placements from April through June of 1980 slumped to 7,887 from 9,720 placements in 1979. Records, on the other hand, indicate an increasing supply of new youth applicants, up to 43,948 in 1980 from 40,434 in 1979.

Comparison of the 1979 - 1980 periods, indicates a decline in summer youth placements with 13.7 percent of the new summer youth applicants placed in jobs. This compares to a 14.8 percent placement ratio in 1979. It is interesting to note that economically disadvantaged summer youth placements, in fact, increased over 1979. Their placement ratio for 1980 picked up to 20.5 percent from 11.5 percent in 1979.

The distribution of youth placements by industry sector appeared highest: in the private sector for all youth; in state and local government for economically disadvantaged youth; and in the state and local government for summer youth. Nonwhite youth placements were equally divided between the private sector and state and local government sectors.

Of the 14,741 new 1980 summer youth applicants, almost 20 percent were represented by those age 15 and under. Comparison of the 1980 - 1979 periods presented in Table 5, interestingly shows declining proportions in the 16 - 19 and 20 - 21 age groups. The sex distribution was evenly split in 1980, while somewhat more skewed to males in 1979. Of major importance was the fact that those with less than a high school education were in increasing numbers. Nearly 12 percent of the summer youth had less than an eighth grade education. Summer youth applicants for the two annual periods also show increasing rolls among minorities, economically disadvantaged, and handicapped.

PLACEMENTS BY WAGE RATE

The distinction of age was eluded to earlier in this report with respect to its affect on jobs available to youth. Data presented in Table 6, points to fact that youth occupy the lower scale of the wage distribution of applicants placed in jobs. For the fiscal year period ending June 30, 1980, youth placements were at $2.90 - $3.10. It is interesting to note that as the age increased (ie: 16-17, 18-19, 20-21) increasing proportions of each age group fell into higher wage range categories. This is likely the result of educational experience and higher skill levels.

TABLE 4
SPECIAL STATE YOUTH REPORT
Local Office Applicants - Under Age 22
June, 1980

	Total New Youth Applicants	Individuals Placed				% of Cohort Placed
		Total Nonagricultural & Agricultural	Nonagricultural	With Federal Government	With State & Local Government	
All Youths	43,948	7,887	7,755	1,023	2,738	17.9
Economically Disadvantaged	13,152	3,167	3,113	492	1,732	24.1
Nonwhite	18,236	3,346	3,281	576	1,353	18.3
Summer Youth	14,741	2,015	1,999	405	1,056	13.7
Economically Disadvantaged	6,234	1,279	1,273	303	865	20.5
Nonwhite	6,935	823	812	209	496	11.9
Female	7,307	850	847	205	457	11.6
Under 20	12,819	1,761	1,745	343	990	13.7
Rural	8,533	1,055	1,046	172	694	12.4

SOURCE: Virginia Employment Commission, Employment Service Automated Reporting System, Table 17. Cumulative 4-1-80 through 6-30-80.

Distribution of Youth Applicants Placed
By Industry Sector and Selected Characteristics

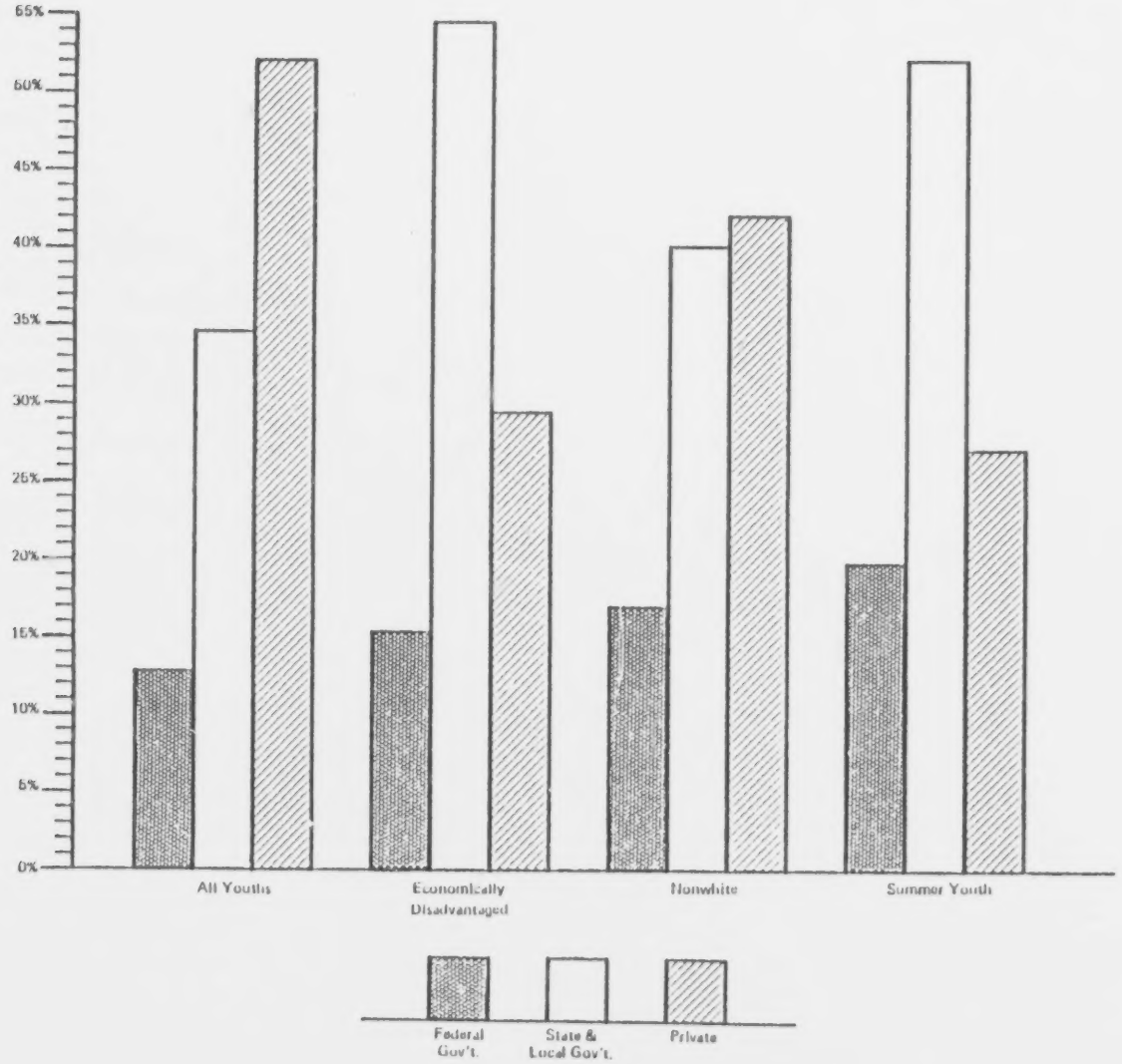


TABLE 5
SPECIAL STATE YOUTH REPORT
New Youth Applicants

	1980	Percent	1979	Percent
Total*	43,948	100.0	40,434	100.0
Race/Ethnic:				
White	25,712	58.5	23,411	57.9
Black	17,799	40.5	16,657	41.2
Hispanic	131	0.3	149	0.4
Amer. Indian & Alaskan Native	13	0.0	27	0.0
Asian & Pacific Isl.	236	0.6	137	0.3
INA	57	0.1	53	0.2
Summer Youth*	14,741	100.0	14,343	100.0
Age:				
15 and Under	2,879	19.5	2,499	17.4
16 - 19	9,940	67.4	9,781	68.2
20 - 21	1,922	13.1	2,063	14.4
Sex:				
Male	7,434	50.4	7,342	51.2
Female	7,307	49.6	7,001	48.8
Highest Sch. Grade:				
0 - 7	1,730	11.7	1,173	8.2
8 - 11	9,120	61.9	8,759	61.1
12	1,414	9.6	1,662	11.6
Over 12	2,477	16.8	2,749	19.1
Race/Ethnic:				
White	7,806	53.0	7,850	54.7
Black	6,814	46.2	6,378	44.5
Hispanic	32	0.2	35	0.2
Amer. Indian & Alaskan Native	3	0.0	12	0.1
Asian & Pacific Isl.	53	0.4	59	0.4
INA	33	0.2	9	0.1
Minority	6,902	46.8	6,484	45.2
Economically Disadvantaged	6,234	42.3	5,441	37.9
Handicapped	268	1.8	118	0.8

INA - Information Not Available.

SOURCE: Virginia Employment Commission, ESARS Table 17.

* Total Youth and Summer Youth covers period April 1, through June 30.

Distribution of Summer Youth Applicants
By Selected Characteristics
1980

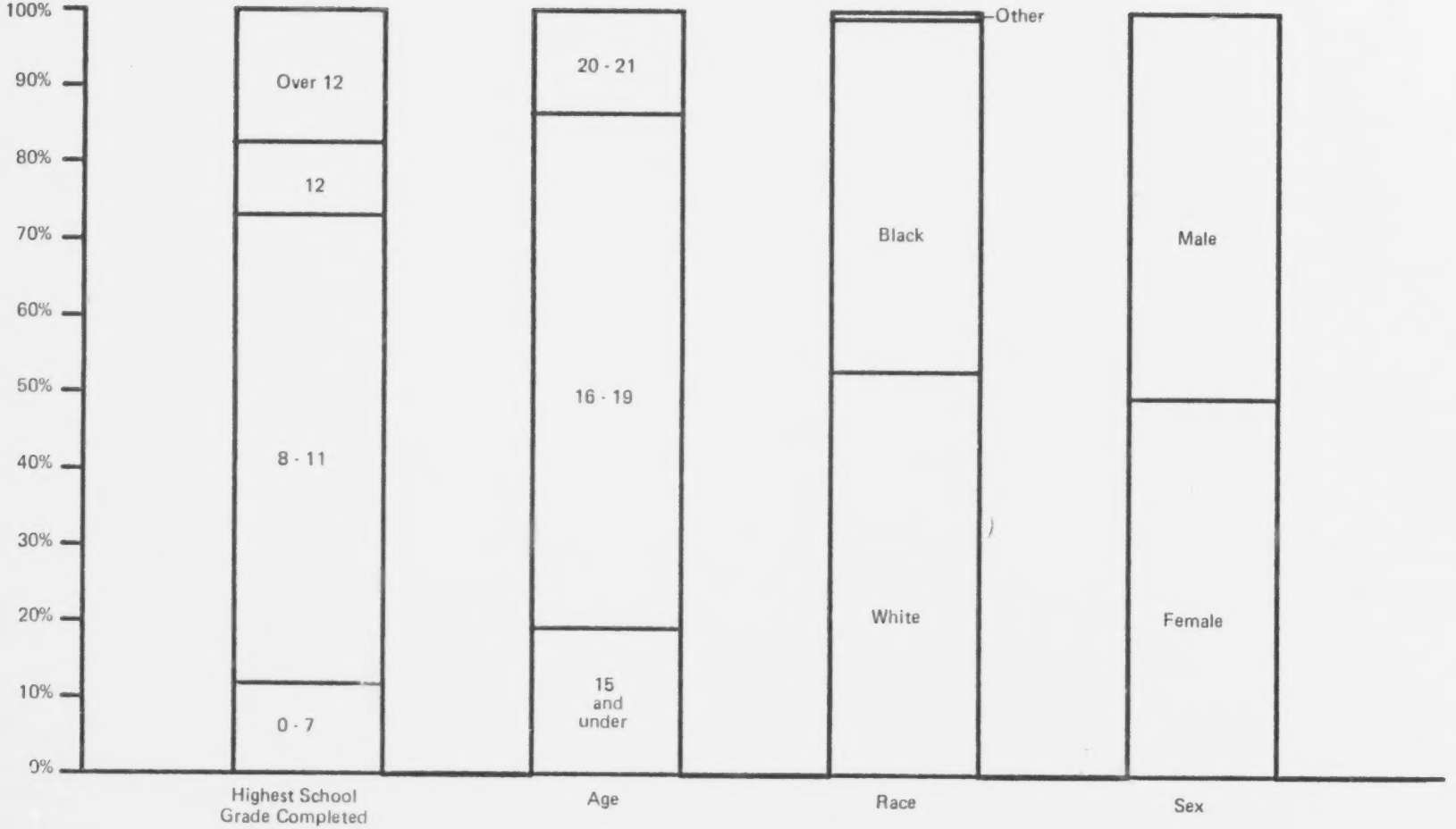


TABLE 6
APPLICANTS PLACED BY WAGE RATE
Persons Under 22
Period Ending June 30, 1980

	Total Appl. Placed	Under $2.90	$2.90-$3.10	$3.11-$3.49	$3.50-$3.99	$4.00-$4.49	$4.50-$4.99	$5.00-$5.49	$5.50-$5.99	$6.00 & Over	Other
State											
Total	53,557	2,150	25,664	6,805	7,953	4,872	2,361	1,721	1,007	2,738	2,729
Youth	19,362	648	12,395	2,046	2,300	1,040	527	394	198	369	625
15 and Under	1,009	12	970	9	12	3	1	1	0	11	9
16 - 17	3,746	108	3,312	109	125	30	16	14	10	20	95
18 - 19	7,526	272	4,591	923	996	412	202	162	71	150	228
20 - 21	7,081	256	3,522	1,005	1,167	595	308	217	117	188	293
Lynchburg SMSA											
Total	1,865	27	1,276	154	131	120	35	55	12	88	10
Youth	955	4	827	40	33	31	5	12	2	11	1
15 and Under	106	0	106	0	0	0	0	0	0	0	0
16 - 17	322	0	316	1	1	3	0	0	0	0	1
18 - 19	316	2	262	20	13	15	3	4	0	4	0
20 - 21	211	2	143	19	19	13	2	8	2	7	0
Newport News SMSA*											
Total	4,671	226	1,953	570	744	402	347	131	201	512	129
Youth	1,350	55	781	146	214	95	79	19	29	52	19
15 and Under	10	0	8	0	0	0	1	0	0	1	0
16 - 17	127	1	117	6	4	3	0	0	0	3	0
18 - 19	555	25	360	54	75	39	29	3	8	17	9
20 - 21	648	29	296	86	135	53	49	16	21	31	10
Norfolk SMSA											
Total	9,275	396	4,765	951	1,044	714	446	227	90	369	1,103
Youth	2,965	94	1,982	267	265	152	99	43	4	39	205
15 and Under	52	0	46	0	0	2	0	1	0	2	2
16 - 17	379	3	348	8	9	2	4	0	0	2	7
18 - 19	1,211	44	820	104	110	58	33	19	2	16	82
20 - 21	1,323	47	768	155	146	90	62	23	2	19	114

* Does not include data for Gloucester County.

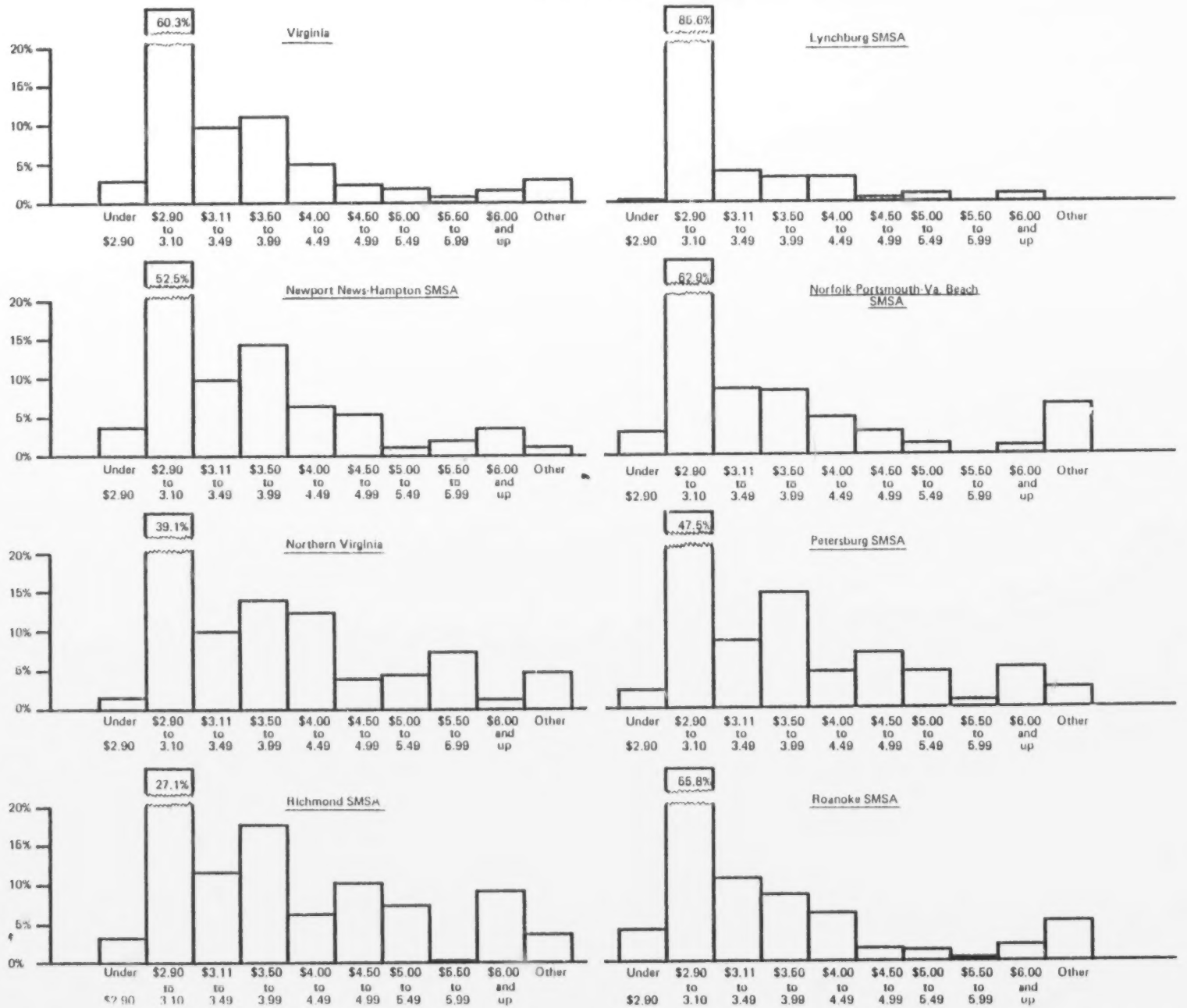
TABLE 6
APPLICANTS PLACED BY WAGE RATE
Persons Under 22
Period Ending June 30, 1980
(Continued)

	Total Appl. Placed	Under $2.90	$2.90-$3.10	$3.11-$3.49	$3.50-$3.99	$4.00-$4.49	$4.50-$4.99	$5.00-$5.49	$5.50-$5.99	$6.00 & Over	Other
Northern Virginia SMSA											
Total	3,765	66	943	444	720	604	288	275	311	250	292
Youth	1,264	23	536	138	195	171	57	62	102	20	67
15 and Under	23	0	23	0	0	0	0	0	0	0	0
16 - 17	221	3	164	17	7	8	1	5	10	1	11
18 - 19	529	15	220	57	90	77	27	26	39	6	26
20 - 21	491	5	129	64	98	86	29	31	53	13	30
Petersburg SMSA											
Total	1,779	78	916	144	212	192	60	43	47	114	67
Youth	1,023	28	518	95	163	52	79	54	13	58	31
15 and Under	35	0	33	0	2	0	0	0	0	0	0
16 - 17	155	1	149	2	4	0	0	0	0	0	1
18 - 19	252	6	171	16	27	12	6	2	10	5	3
20 - 21	581	21	165	77	130	40	73	52	3	53	27
Richmond SMSA											
Total	4,594	208	1,182	648	972	456	461	349	67	674	195
Youth	1,079	41	318	142	213	79	125	92	5	113	47
15 and Under	5	1	2	1	1	0	0	0	0	0	0
16 - 17	77	3	39	6	5	2	7	3	0	8	6
18 - 19	416	16	112	58	77	37	45	37	2	52	14
20 - 21	581	21	165	77	130	40	73	52	3	53	27
Roanoke SMSA											
Total	3,509	135	1,653	444	486	536	131	105	45	175	173
Youth	1,163	59	699	142	114	85	23	22	8	31	70
15 and Under	17	0	15	1	0	0	0	0	0	0	2
16 - 17	200	13	152	7	0	0	0	0	0	2	30
18 - 19	507	24	304	65	58	35	12	7	3	10	28
20 - 21	439	22	228	69	56	50	11	15	5	19	10

Source: ESARS Table 15, Virginia Employment Commission.

Note: The sum of applicants in columns 2-11 does not equal the number of applicants in column 1 because an applicant may be counted in more than one column but only once in column 1 and also, interstate placements are counted only in column 1.

Distribution of Youth Applicants Placed
by Wage Rate
(October 1, 1979 thru June 30, 1980)



APPLICANTS AND NONAGRICULTURAL JOB OPENINGS BY OCCUPATION

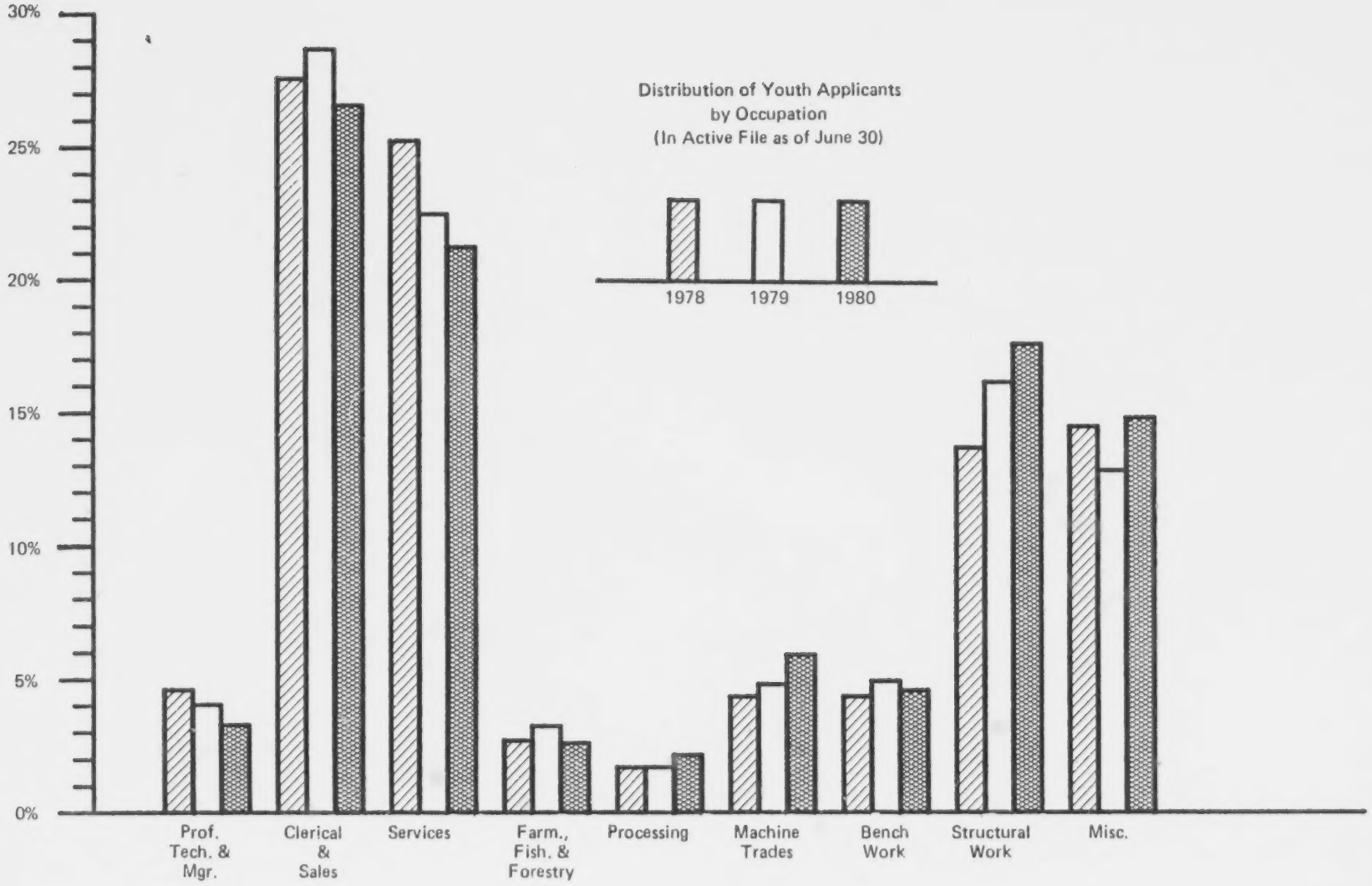
As of the period ending June 30, 1980, there were 28,417 active file applicants under age 22 registered with the Virginia Employment Commission. Almost 72 percent of these applicants were classed as experienced, yet a significant number 8,076 were inexperienced. Of the active file youth applicants in each of the three year periods of 1978 to 1980, increasing proportions of youth were noted in only the machine trades and structural work categories.

In 1980, the greatest proportion of applicants appeared in the clerical and service categories with structural work following a close third.

TABLE 7
APPLICANTS ON ACTIVE FILE AS OF JUNE 30TH BY OCCUPATION
EXPERIENCED VERSUS INEXPERIENCED
Persons Under 22

	1980		1979		1978	
	Experienced	Inexperienced	Experienced	Inexperienced	Experienced	Inexperienced
Total	20,341	8,076	19,194	8,505	16,340	9,338
Prof., Tech., Mgr.	566	409	647	504	572	629
Clerical & Sales	5,329	2,275	5,409	2,567	4,582	2,548
Services	4,113	1,957	4,170	2,102	4,047	2,465
Farm., Fish., Forest.	590	195	561	375	474	245
Processing	585	73	447	52	417	67
Machine Trades	1,267	445	955	416	761	406
Bench Work	966	386	956	447	620	544
Structural Work	3,933	1,098	3,335	1,178	2,495	1,050
Miscellaneous	2,992	1,238	2,714	864	2,372	1,384

SOURCE: VEC, ESARS, Table 96.


Distribution of Youth Applicants
by Occupation
(In Active File as of June 30)
1978
1979
1980
30%
25%
20%
15%
10%
5%
0%
Prof. Tech. & Mgr.
Clerical & Sales
Services
Farm., Fish. & Forestry
Processing
Machine Trades
Bench Work
Structural Work
Misc.

POST-HIGH SCHOOL ACTIVITIES OF 1979 GRADUATES

At the end of the 1978 - 1979 school year, 67,027 students graduated from high schools across the state. Over 50 percent of those graduates planned to continue their education in either two or four year colleges. This trend was also noted in the 1977 - '78 school year. Approximately 10.4 percent intended to continue educational pursuits at other institutions such as trade or technical schools. Of the 26,460 graduates who were not continuing their education, over 12 percent were determined to be lacking marketable skills. Most of these graduates will be unable to successfully compete in the job market.

Many school systems are instituting minimum competency tests which should help identify problem students and provide additional instruction to those lacking the basic skills. More emphasis is needed on vocational education for those individuals who plan to enter the labor force upon graduating from high school.

Of the State's Standard Metropolitan Statistical Areas (SMSA) Northern Virginia had the highest percentage of graduates furthering their education, at 65.8 percent. Lynchburg registered the lowest proportion, at 44 percent, with nearly 13 percent of those not furthering their education classified as lacking marketable skills.

"Over a million youth, nationally, who were not in school in October, 1978 had left before completing high school. About 23 percent of white youth not enrolled in school were dropouts, as were 36 percent of the blacks not enrolled. Although some of these dropouts will earn at least a high school equivalency certificate, the lack of educational credentials places them at a disadvantage in competition with the majority of their peers. Labor force participation is lower for dropouts than for graduates no longer in school, regardless of age. The unemployment rate for dropouts in 1978 was more than double that of high school graduates and three times that of college graduates.

Labor force participation rates for new high school graduates, whether or not enrolled in college, were about the same in October, 1978 as a year earlier, when they had reached record levels. Since 1970, the labor force participation rate of new high school graduates attending college full-time has increased by 5 percentage points, to 39 percent. The rise in labor force participation by students has been attributed, in part, to inflation pressures encounted in meeting college-related costs. New high school graduates not in college also increased their labor force rate significantly since 1970."1/

1/ Young Workers and Families, Special Labor Force Report 233, U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 8

STATUS OF GRADUATES

	Total Graduates	Total College*	Total Other Educa. Insti.			No. Not Cont. Educ.**	% W/Market. Skill Not Cont.
			Business School	Trade, Tech. School	On-The-Job Training		
Lynchburg SMSA							
Total	1,966	865		198		903	87.0
Percent	100.0	44.0		10.1		45.9	
Newport News SMSA							
Total	5,229	2,657		963		1,609	90.3
Percent	100.0	50.8		18.4		30.8	
Norfolk SMSA							
Total	8,993	4,650		1,291		3,062	86.5
Percent	100.0	51.7		14.3		34.0	
Northern Va. SMSA							
Total	15,620	10,269		1,085		4,266	84.9
Percent	100.0	65.8		6.9		27.3	
Petersburg SMSA							
Total	1,830	833		189		808	93.1
Percent	100.0	45.5		10.3		44.2	
Richmond SMSA							
Total	6,981	3,436		719		2,826	86.1
Percent	100.0	49.2		10.3		40.5	
Roanoke SMSA							
Total	2,803	1,462		302		1,039	84.6
Percent	100.0	52.2		10.8		37.0	
State of Virginia							
Total	67,027	33,578		6,989		26,460	87.5
Percent	100.0	50.1		10.4		39.5	

SOURCE: Facing Up 14. Figures are for 1978-'79 regular session and 1979 summer session graduates.

* Total college equals the sum of graduates in four year and two year colleges.

** Figures reported in this column are for regular session graduates only.

TABLE 9
GRADUATES CONTINUING EDUCATION - JOB ENTRY SKILLS - DROPOUTS GRADES 8 - 12
(1978 - 1979)

	Graduates Continuing Education							Job Entry Skills		Dropouts		
	No. of Grads.	Attend. 2 Year College	%	Attend. 4 Year College	%	Other Cont. Ed.	%	% Cont. Educ.	No. Not Cont. Ed.	% W/Market. Skills Not Cont.	End of Yr. Mem. + Dropouts	No. of Dropouts	%
Lynchburg SMSA Total	1,966	361	18.4	504	25.6	198	10.1	54.1	903	87.0	11,917	706	5.9
Newport News SMSA Total	5,229	605	11.6	2,052	39.2	963	18.4	69.2	1,609	90.3	25,999	1,527	5.9
Norfolk SMSA Total	8,993	1,230	13.7	3,420	38.0	1,291	14.4	66.1	3,062	86.5	59,279	4,363	7.4
Northern Va. SMSA Total	15,620	2,277	14.6	7,992	51.2	1,085	6.9	72.7	4,266	84.9	88,087	2,621	3.0
Petersburg SMSA Total	1,830	361	19.7	472	25.8	189	10.3	55.8	808	93.1	10,668	683	6.4
Richmond SMSA Total	6,981	757	10.8	2,679	38.4	719	10.3	59.5	2,826	86.1	44,194	2,922	6.6
Roanoke SMSA Total	2,803	603	21.5	859	30.6	302	10.8	62.9	1,039	84.6	16,401	971	5.9
State of Virginia Total	67,027	10,061	15.0	23,517	35.1	6,989	10.4	60.5	26,460	87.5	414,553	23,431	5.7

YOUTH PROGRAMS AND ACTIVITIES*

Efforts on the parts of the Virginia Employment Commission, other state agencies and community organizations to improve youth job prospects had a beneficial impact on the labor market handicaps they possess. It is suggested that the best local resource to determine any program or job opportunities for youth are the local offices of the Virginia Employment Commission. In addition, information about or referral to other programs is readily available at the VEC.

During the months of April to September, a special emphasis is placed on youth employment in both the private and public sectors. Extensive publicity is carried out through local media, business groups, individual employer contacts and schools to develop job openings in the private sector and to encourage youth seeking employment to utilize the VEC.

Various youth programs are in operation in Virginia and a brief description of each program is included in this section. For further information, contact the VEC Office of Applicant Services (804-786-4094) or any VEC local office.

Job Corps:

The Virginia Employment Commission administers and operates year-round, a Statewide residential occupational training program for youth 16 - 21 years of age with economically and/or socially disadvantaged backgrounds. Enrollees are provided vocational training, educational development and are exposed to good work habits and social skills. Services, such as housing, meals, clothing, medical and dental care, are furnished in addition to a monetary living allowance.

All local offices of the VEC participate in this venture. In addition, the VEC maintains a staff of Job Corps representatives throughout the State for the express purpose of recruitment, certification, enrollment and placement assistance to program applicants. Visits are made with schools, welfare, juvenile courts, WIN and CETA prime sponsors to promote the program.

Other agencies within the Commonwealth participating in the Job Corps program are:

(1) Women in Community Service (WICS) - a voluntary organization involved in the recruitment and supportive placement services for female applicants.

(2) Joint Action Community Service (JACS) - a voluntary organization involved in supportive placement assistance for returning male corpsmembers.

YOUTH PROGRAMS AND ACTIVITIES*
(Continued)

Apprenticeship:

The VEC houses two Apprenticeship Information Centers (AIC), located in the Richmond and Norfolk Local Offices. The AIC's provide information, counseling, and testing facilities to anyone interested in an apprenticeship, although assistance is targeted at minority group members, women and veterans. If prospective apprentices have not decided which trade to enter, the AIC specialist will give them information about the requirements for local apprenticeship programs and will discuss with them their qualifications and interests. Those applicants not qualifying are directed to special tutoring groups, outreach programs, and GED study groups to help them become qualified.

Summer Youth Program - VEC:

Rent-A-Youth programs are conducted in the Danville (including Chatham), Emporia, South Hill, South Boston, Farmville, Lynchburg and Newport News areas, via the VEC, and similar Rent-A-Kid or Youth-On-Call programs are utilized in Bristol, Martinsville, Williamsburg and Fredericksburg. Jobs developed may be for a day-to-day basis, or longer term, for the summer. In other localities, such as Harrisonburg, Waynesboro, Staunton and Charlottesville, a Youth Employment Service (YES) is operated between the VEC and other community organizations, such as the Chamber of Commerce.

Federal Summer Youth Program:

Federal agencies and installations throughout the State list summer job openings with the VEC. In turn, the VEC refers economically disadvantaged youth to the jobs.

President's Stay-In-School Program:

This program was created to help youth earn money for expenses, and prolong their stay, hopefully to completion in high school. Federal agencies and installations in various parts of the State list part-time jobs with the VEC, which in turn refers economically disadvantaged youth to the openings.

Senate Bill 647 (Virginia):

During the 1975 session of the Virginia Legislature, Senate Bill 647 was passed, which enacted into law the requirement that by September 1, 1976, a comprehensive program of Placement Services with follow-up action be established in all secondary schools for students graduating from or leaving the public schools in the school division. The bill provides that no fee, com-

pensation or other considerations shall be charged for the utilization of this service and that the State Department of Education may provide assistance to school divisions in establishing and providing such service. It also states that: "In providing such services, a school board shall consult and cooperate with the Virginia Employment Commission."

VEC local office managers and school officials have the responsibility to work out localized cooperative working arrangements. In addition, the VEC and the State Board of Education have developed a formal cooperative agreement whereby:

(1) the VEC provides job availability information and requirements in the community or state, and job referral and placement services;

(2) school boards make available to the VEC information regarding Vocational Education programs; in turn, the VEC refers applicants to Vocational Education programs;

(3) the VEC provides counseling, testing and placement services for dropouts, those who have completed a training program and for those who need training or re-training;

(4) school boards refer unemployed dropouts and graduates to the VEC for job placement services.

Comprehensive Employment and Training Act (CETA):

The Comprehensive Employment and Training Act was enacted to provide job training and employment opportunities to the unemployed, underemployed and economically disadvantaged. The VEC works with nine CETA Prime Sponsors in the State in varying functions and administers the CETA Balance of State Prime Sponsor, which serves rural areas throughout Virginia. The VEC local offices serve as intake, assessment, and referral locations for all youth desiring to enter any CETA program in the Balance of State.

CETA Youth Programs:

In-School and Out-of-School Work Experience Programs:

Authorized by Title II (b), this program is a short term working experience for students and dropouts during the school year and summer vacation, giving them individual practice in being employed while helping to develop desirable work habits and attitudes. Eligible youth must be between the ages of 14 - 21 and unemployed, underemployed or in school and economically disadvantaged.

YOUTH PROGRAMS AND ACTIVITIES*
(Continued)

Title IV Youth Programs:

Youth Community Conservation and Improvement Projects (YCCIP):

The purpose of this program is to establish a system of community conservation and improvement by providing employment, work experience, skill training and opportunities in community services to eligible youths, those who are unemployed and between ages of 16 and 21, for a period not to exceed 12 months. The provisions of this program supplement but do not replace opportunities available under Title II of the Act.

Youth Employment and Training Programs (YETP):

This program was designed to make a significant long term impact on the structural unemployment problems of youth and to enhance job prospects and career opportunities, by offering employment, community service opportunities, training and/or supportive services. Eligible youth must be between the ages of 16 and 21, inclusive, and unemployed, underemployed or in school.

Summer Youth Program:

Authorized by Part C of Title IV, this program provides eligible youth with useful work and sufficient basic education and institutional or on-the-job training to assist these youths in developing their maximum occupational potential. Economically disadvantaged youths between the ages of 14 and 21 are eligible.

In addition to the above mentioned programs, the VEC coordinates its services with the following agencies and programs:

National Alliance of Businessmen (NAB):

The VEC works in conjunction with each of the NAB metro areas in their summer job emphasis for youth. Based on commitments for summer jobs given by employers to NAB staff, the VEC refers youth to vacancies.

Youth Conservation Corps (YCC):

The objective of this program is for youth to work, earn and learn together, by doing projects which further the development and conservation of the natural

resources of Virginia. The program is operated by the Virginia Commission of Outdoor Recreation. For program information and applications, contact a local office of the VEC.

Young Adult Conservation Corps (YACC):

The purpose of this program is to provide employment for youth, not currently employed, in conservation work on federal and non-federal lands and waters. Job orders are placed with the VEC by the Department of Agriculture and Interior, however, these two agencies are responsible for managing their respective work-sites and the overall effectiveness of the program at each center. VEC local offices have the responsibility for recruiting and referring candidates to the program. An eligible applicant must be between the ages of 16 and 23 and unemployed. The YACC is not an in-school summer program as is the YCC Program

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SOURCE: Virginia Employment Commission, Office of Special Applicant Services.

APPENDIX 1 & 2

Appendix 1 - METHODOLOGY ABSTRACT

Appendix 2 - YOUTH APPLICANTS ON ACTIVE VEC FILES VERSUS JOB OPENINGS RECEIVED AND UNFILLED BY OCCUPATION

APPENDIX 1
METHODOLOGY ABSTRACT

Labor force data for youth for the State of Virginia were based on 1979 annual averages obtained from the Current Population Survey (CPS), a survey of over 70,000 households conducted monthly by the U.S. Bureau of the Census for the Bureau of Labor Statistics. The statisical reliability of the estimates (or error) varies inversely with the size of the area and the size of the estimates. Approximately 1,500 households in Virginia are represented in this national survey. Consequently, the user of this data should consider this data for planning purposes only and exercise extreme caution as detailed demographic data such as age compostion may be less reliable than the universe estimate for all persons.

Labor force estimates for the metropolitan areas below the State level were derived by updating 1970 Census base data by changes in Regional labor force participation by age cohort from 1970 to 1978. Unemployment estimates were derived using changes in National and Regional unemployment by age cohort over the 1970 - 1978 span.

Civilian non-institutional population was derived from the 1979 Current Population Survey with proportional adjustments to the data to bring totals in line with changes in labor force participation.

APPENDIX 2

YOUTH APPLICANTS ON ACTIVE FILE AS OF JUNE 30, 1980
AND NONAGRICULTURAL JOB OPENINGS RECEIVED THROUGH THE VIRGINIA EMPLOYMENT COMMISSION

STATEWIDE

Occupation	Applicants Under 22 Years of Age	Total Job Openings Received For Period October 1, 1979 - June 30, 1980	Unfilled Job Openings Total Ending June 30, 1980
Drafters, N.E.C.	22	79	39
Medicine & Health	42	385	232
Education Occ.	32	328	108
Wholesale & Retail	55	194	47
Service Ind. Mgr.	29	551	400
Food Service Mgr.	21	82	20
Managers & Offic.	82	553	150
Social & Welfare Work.	56	1,175	583
Secretaries	261	1,301	283
Secretary (Secr. Steno)	234	1,136	237
Stenographers	32	729	870
Stenographer (Clerk-Steno)	30	710	850
Typists, Typewriter-Mach. Oper.	744	4,379	1,876
Clerk-Typist (Clerical)	633	3,512	1,587
Typist (Clerical)	24	255	79
Interviewing Clerks	30	1,950	538
File Clerks	70	130	-
File Clerk (Clerical)	47	90	-
Steno., Typing, Filing	887	4,275	1,492
General Clerk	818	3,654	1,355
Bookkeeping	62	509	65
General Bookkeeper	33	290	30
Bookkeeper II	25	136	-
Cashiers & Tellers	1,219	1,630	291
Cashier I	186	142	-
General Teller	37	130	32
Cashier II	536	639	99
Data Processing	30	160	80
Computer Oper.	27	142	65
Accounting Clerk	42	556	91
Accounting Clerk (Clerical)	34	264	22
Computer Rec.	161	673	98
Administrative Clerk	148	571	62
Shipping, Receiving	440	1,011	141
Shipping Clerk	69	158	-
Stock Clerks	261	383	62
Telephone Oper.	29	183	54
Reception Clerks	131	542	91
Receptionist	130	498	75
Message Dist.	79	281	66
Misc. Clerk	124	966	221
Textile & Apparel	100	245	25
Shoe Salesperson	23	76	-
Women's Apparel	44	91	-
Stationary & Related	22	93	26

APPENDIX 2

YOUTH APPLICANTS ON ACTIVE FILE AS OF JUNE 30, 1980
AND NONAGRICULTURAL JOB OPENINGS RECEIVED THROUGH THE VIRGINIA EMPLOYMENT COMMISSION

STATEWIDE
(Continued)

Occupation	Applicants Under 22 Years of Age	Total Job Openings Received For Period October 1, 1979 - June 30, 1980	Unfilled Job Openings Total Ending June 30, 1980
Misc. Commod.ties	164	925	155
General Merchan.	116	667	87
Sales Clerk	291	1,096	60
Sales Clerk (Ret. Trade)	255	881	41
Food Sales Clerk	31	184	-
Route Sales	62	250	33
Misc. Sales	175	870	249
Telephone Solictor	20	335	148
Household & Related	304	3,777	363
Child Monitor	169	475	78
Domestic Service	20	602	127
Hosts/Stewards	20	47	-
Waiters/Waitress	908	2,427	433
Counter Attendant (Coffee Shop)	160	528	139
Informal Waiter	484	931	172
Take-Out Waiter	22	52	-
Counter Attendant (Cafeteria)	66	238	28
Chefs & Cooks	506	1,534	340
Cook	175	702	152
Short Order Cook	211	438	82
Misc. Cooks	42	288	135
Cook (Any Ind.)	36	286	133
Misc. Food & Bever.	73	215	35
Pantry Goods Maker	21	62	-
Cook Helper	33	90	-
Kitchen Worker	464	1,257	178
Kitchen Helper	455	1,243	169
Housecleaner	179	1,024	136
Hospital Cleaner	20	104	-
Housekeeping	134	829	102
Hairdressers	41	86	27
Cosmetologist	34	66	-
Golf & Tennis Attendant	24	207	44
Hospital Attendant	308	1,412	682
Nurse Aide	207	822	164
Personal Service	83	212	51
Nursery School Attendant	69	150	36
Laundering	27	189	40
Pressing Occ.	31	195	32
Security Guard	77	1,714	1,195
Security Guard (Any Ind.)	52	800	272
Protective Service	27	203	94
Porters & Cleaners	659	4,714	1,226
Janitors	128	1,010	169
Janitor (Any Ind.)	122	913	90

APPENDIX 2

YOUTH APPLICANTS ON ACTIVE FILE AS OF JUNE 30, 1980
AND NONAGRICULTURAL JOB OPENINGS RECEIVED THROUGH THE VIRGINIA EMPLOYMENT COMMISSION

STATEWIDE
(Continued)

Occupation	Applicants Under 22 Years of Age	Total Job Openings Received For Period October 1, 1979 - June 30, 1980	Unfilled Job Openings Total Ending June 30, 1980
Horticultural	34	52	-
Gardening	192	2,456	577
Plant Life Occ.	93	205	78
Animal Farming	44	41	-
General Farming	75	-	-
Forest Conservation	28	318	54
Ore Refining	35	35	21
Separating, Crushing	42	97	-
Slaughtering	57	1,144	189
Processing of Food	133	702	190
Laborer	21	196	34
Casting & Molding	22	802	30
Forming Occ.	51	27	-
Processing Stone	21	220	-
Machining, Metal	55	316	159
Machinist	28	209	72
Metal Machining	32	77	-
Punching & Shearing	23	20	-
Fabricating Mac.	36	39	-
Misc. Metal Worker	57	145	-
Motorized Vehicle	321	813	216
Auto Mechanic	127	449	123
Eng. Transmis. Mech.	44	102	-
Utility Repairers	36	191	99
Machine Repair	51	318	80
Maintenance Mechanic	20	200	47
Printing Press	26	144	-
Sawing	54	79	-
Wood Machining	53	261	58
Twisting, Warping	66	173	45
Textile Occ.	52	52	-
Leather Working	38	177	39
Machine Trades	37	66	-
Filing, Grinding	24	29	-
Metal Assembler	161	438	142
Metal Assem. & Repair	26	42	-
Motor & Gen. Repair	28	30	-
Elect. Com. Repair	35	285	26
Elect. Equipt. Repair	36	79	21
Assorted Mat. Repair	23	28	-
Spray Painter	25	45	-
Furniture Repair	66	404	67
Wood Repair	48	405	58
Upholstering	29	140	26
Laying, Marking	23	66	-

APPENDIX 2

YOUTH APPLICANTS ON ACTIVE FILE AS OF JUNE 30, 1980
AND NONAGRICULTURAL JOB OPENINGS RECEIVED THROUGH THE VIRGINIA EMPLOYMENT COMMISSION

STATEWIDE
(Continued)

Occupation	Applicants Under 22 Years of Age	Total Job Openings Received For Period October 1, 1979 - June 30, 1980	Unfilled Job Openings Total Ending June 30, 1980
Machine, Sewing Op.(Garment)	113	1,075	258
Sewing Mac. Oper. (Nongarment)	107	458	141
Sewing Mach. Oper.(Any Ind.)	92	346	115
Textile, Leather	26	65	-
Fitting, Bolting	48	331	72
Steel Worker	33	174	40
Tinsmiths	48	192	82
Sheet-Metal Worker	38	180	51
Transport. Equipt.	114	245	82
Auto. Assembler	58	60	-
Body Worker	88	154	23
Body Repairer	46	98	-
Misc. Metal	60	293	86
Shipyard Laborer	29	218	51
Arc Welders, Cutters	105	282	38
Arc Welder (Welding)	87	236	32
Welders, Cutters & Related	99	340	97
Welder-Fitter	50	213	55
Transmission Rep.	25	84	26
Wire Repairer	20	82	32
Lighting Equipment	56	383	95
Electrician	26	301	91
Elec.& Electronic Prod. Rep.	20	103	39
Rep. Electrical Products	125	251	61
Construction	108	623	129
Painter (Const.)	98	584	112
Plasterers	36	89	21
Concrete Finishing	34	226	99
Cement Mason	27	221	98
Excavating	43	213	47
Excavating, Paving	61	360	289
Carpenters & Related	244	1,500	267
Carpenter (Const.)	143	1,056	205
Brick & Stone Mason	94	221	68
Bricklayer	38	171	53
Plumber & Related	66	450	153
Floorlaying	32	43	-
Roofers & Related	29	169	23
Roofer (Const.)	27	161	23
Misc. Construction	2,131	6,838	1,058
Construction Worker	977	2,999	426
Construction Worker II	1,021	3,414	541
Structural Work	115	2,496	1,591
Maintenance Repair.	70	2,210	1,448
Dump Truck Driver	75	283	39

APPENDIX 2
YOUTH APPLICANTS ON ACTIVE FILE AS OF JUNE 30, 1980
AND NONAGRICULTURAL JOB OPENINGS RECEIVED THROUGH THE VIRGINIA EMPLOYMENT COMMISSION

STATEWIDE
(Continued)

Occupation	Applicants Under 22 Years of Age	Total Job Openings Received For Period October 1, 1979 - June 30, 1980	Unfilled Job Openings Total Ending June 30, 1980
Trailer-Truck Driver	26	298	62
Heavy Truck Driver	227	980	100
Van-Driver Helper	188	445	55
Light Truck Driver	138	553	65
Light Truck Driver (Any Ind.)	137	543	57
Motor Freight	20	101	43
Water Transportation	29	-	-
Passenger Transportation	44	211	57
Bus Driver	28	124	31
Parking Lot Attendant	287	672	88
Ser. Station Attendant	207	355	42
Misc. Transportation	54	208	-
Cleaner II	43	154	-
Packaging Occ.	345	626	103
Packager Hand.	204	337	49
Machine Packager	31	90	25
Bagger (Gro)	78	52	-
Hoister & Conveying	251	300	74
Ind. Truck Operator	172	154	28
Moving & Storing	304	713	64
Stores Laborer	254	585	43
Packaging & Mater.	986	5,935	1,365
Material Handler	921	5,675	1,314
Earth Boring, Drill.	46	71	-
Extraction of Min.	40	31	-

SOURCE: VEC ESARS Table 96, Fiscal Year Period Ending June 30, 1980.

VIRGINIA EMPLOYMENT COMMISSION

Executive Team

Dr. Arthur L. Lane, Jr.	Commissioner
Mr. Robert G. Lawson	Deputy Commissioner
Mr. Owen L. Bradford	Associate Commissioner for Administration
Mr. William F. Dillon, Jr.	Associate Commissioner CETA
Mr. Huston A. Martin	Associate Commissioner Employment Services
Mr. John W. Rusher, Jr.	Associate Commissioner Unemployment Insurance
Mr. Steve Calos	Director Communications
Ms. Donna H. Edgerton	Director Planning & Development
Mrs. Betty Ann Tullon	Manager Employee Relations
Mr. Ronald M. Montgomery	Legislative Specialist

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- Dr. Dennis Barnes
- Carol L. Luttrell
- Dr. Charles H. Curl, Sr.
- Steven Murphy
- Hazel M. Duncan

Representing Employers:
- Joseph Gray
- Delores Bayne
- Glenn Pierce

Representing Labor:
- Robert R. Fohl
- Michael R. Earman
- John R. Quackenbush